

EQUALITIES AND DIVERSITY POLICY

North Mymms Youth Project

Statement of Intent

North Mymms Youth Project aims to be fair, reasonable and just in all its responsibilities. It commits itself to make its services, facilities and resources accessible and responsive to the people and communities it serves.

It aims to be a diverse organisation, which values differences. We recognise that people with different backgrounds, skills, attitudes, abilities and experiences bring fresh ideas and perceptions. We encourage and harness these differences to make our project relevant and approachable. We aim to listen to the changing needs of the young people as well as ensuring the mechanisms for implementing, monitoring and co-ordinating our work to their voices and needs.

North Mymms Youth Project works to ensure that its leadership, volunteers and the young people we serve are not discriminated against on the basis of their:

- Age
- Disability
- Employment status
- Ethnic or national origin, race or colour
- Marital status
- Religious or political beliefs
- Responsibilities for children or dependants
- Gender/gender reassignment
- Sexuality
- Personal differences such as academic qualifications, accent, caring responsibilities, cognitive skills, spent or irrelevant convictions etc

North Mymms Youth Project will not tolerate processes, attitudes or behaviour that amount to discrimination including harassment, victimisation, bullying or stereotyping. We will demonstrate this commitment in all areas of our project.

North Mymms Youth Project is committed to help those who are disadvantaged within the remit of the resources available to us, to ensure we are a fair and equal project at all times and work to ensure that each young person is able to stay safe, be healthy, enjoy and achieve, and make a positive contribution to their community.

Definition of Equality and Diversity

For the purpose of this policy the following definitions of 'equality' and 'diversity' have been adopted:

Equality is about striving to eliminate disadvantage, discrimination and deprivation.

Diversity is not about treating everyone the same, but about

- Recognising and valuing difference; and
- Recognising and accounting for inequality and disadvantage

Diversity is inclusive and something that is equally relevant to us all.

Equality in recruitment and deployment of volunteers

As an **equal opportunities organisation** North Mymms Youth Project is committed to ensuring that we provide equality of opportunity to all who work with us. At all levels we will seek to ensure that people regardless of backgrounds will have the opportunity to:

- Join the project as a volunteer or member on equal footing with others.
- Be able to develop appropriate skills.
- Be heard when expressing concerns or dissatisfaction.

Equality in Service Delivery

As an equal opportunities **service provider** we aim to:

- Provide appropriate, accessible and effective services to local young people without prejudice or bias;
- Make reasonable adjustments to our activities and practices in order to support young people who might otherwise be disadvantaged or have difficulty participating alongside their peers
- Promote an understanding of equality and diversity amongst our members and encourage them to treat others in line with the principles of this policy
- Provide clear information about our services in a variety of formats on request;
- Consult with young people, their families and other members of the community to better understand their views and identify potential improvements for our project or new ways of overcoming individual obstacles to participation;
- Monitor and analyse how effective the project is in meeting the needs of the full range of young people it seeks to serve and to use the information obtained to develop future services and policies;
- Ensure that any complaints or concerns from any quarter are dealt with in a fair, sensitive and consistent manner and fed into improvements in our project.

Awareness of potential obstacles

When planning and advertising activities leaders will take account of the potential for activities to be less accessible to some members due to any of the dimensions of potential inequality covered by this policy and will seek to promote and deliver the activities in ways which are inclusive.

Where a child who is recognised as being at particular risk of disadvantage (eg a child with special needs or disability) is admitted to membership, or when the child or the parents or carers of such a child flag up any such issues, leaders will liaise with the parent of the child, and with the child if appropriate, to identify how best to avoid disadvantage and promote inclusion. This

may include making reasonable adjustments to facilitate inclusion, in terms of additional support or supervision, or changes to the way that an activity is delivered.

If, having considered these issues, it appears that it may not be possible, even with reasonable adjustments, for a particular child to be included in an activity when they wish to do so, or their parents wish them to do so, the matter will be discussed with the Chair and the Safeguarding Officer, who will, after any necessary further deliberation and consultation, explain the issue to the parents of the child, giving full reasons for the decision. Any such decision will be specific to a particular event or activity and will be revisited and reconsidered in relation to any subsequent activity or event where this issue arises.

Responsibility for Implementation

Any concerns raised in relation to the issues covered by this policy must be addressed by the responsible leader, following the principles of this policy, at the point when the concern is raised, and then referred to the Chair for a decision on further action required.

If any incident is identified or reported in which a child may have suffered discrimination (including bullying or unplanned exclusion from full participation) in relation to any of the dimensions covered by this policy, this will be reported, investigated and addressed as a safeguarding concern as set out in the Safeguarding Policy.

The North Mymms Youth Project Management Committee has adopted this Equalities and Diversity Policy and accepts responsibility for its implementation and monitoring its overall effectiveness.

It will review the content and implementation of this policy every three years.

All volunteers have a responsibility to ensure the positive application of the equality and diversity policy.

Approved by Management Committee October 2025
Next Review October 2028